

Sustainability policy

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1. Background and purpose

Sustainability shall permeate all work within Samhällsbyggnadsbolaget i Norden AB (publ) ("SBB"). Conducting a long-term sustainable business means creating long-term solutions and values in a responsible and innovative way. In addition to protecting the planet and society, solid sustainability work is a strategic issue as it leads to clearer risk management and increased profitability.

The sustainability policy aims to define SBB's guidelines for participation in the construction of sustainable social development. SBB's sustainability work also aims to contribute to the fulfilment of the UN's Sustainable Development Goals, the Paris Agreement and the Global Compact's ten principles for sustainable business.

In this policy, the concept of sustainability refers to environmental and social sustainability. SBB ensures compliance with and governance of this policy by continuously following up the requirements of the policy, see item 5.

Target audience

The policy shall be applied to all employees, including part-time employees, employees with fixed-term contracts and temporary agency staff working in the name of SBB. The policy is to be applied in wholly-owned legal entities within SBB.

2. Content

SBB strives to integrate sustainability into all aspects of its value chain to promote environmental and social sustainability. More concretely, this means that SBB strives for the following principles.

- Identify environmental, climate, health and community risks that may arise from its activities
- Consider environmental impact from a life cycle perspective and minimize negative impact on the environment and strive to always make a positive contribution to society and the environment
- Strive for continuous improvement of sustainability work
- Applying a Harm Reduction Hierarchy: Avoid, Minimize, Reset, Compensate
- Involve relevant stakeholders in the design of sustainability work
- Transparently report sustainability data, goal fulfilment and incidents related to environmental and social sustainability
- Communicate the sustainability policy and sustainability goals internally and externally
- Evaluate sustainability criteria when choosing a supplier

SBB has an overall sustainability vision for the company and overall goals in each sustainability area. Strategies and processes for achieving the vision, as well as relevant metrics and goals, must be in place and evaluated annually.

Sustainability vision:

- Climate positive by 2030
- Climate-adapted property portfolio
- Safe and healthy workplaces for all

2.1. Environmental sustainability

SBB will reduce its climate footprint throughout its value chain. SBB will review how climate risks affect the property portfolios and how this can be future-proofed in the best way.

SBB will work to make a positive contribution to biodiversity in its projects and stocks, including by avoiding harmful emissions and ensuring responsible water management.

SBB shall promote circularity by reusing, reducing or recycling resources whenever possible.

Ecological sustainability goals:

- Energy use in comparable portfolio decreases by five per cent per year
- Scope 1–2 emissions in comparable portfolio reduced by five per cent per year
- Scope 3 emissions will decrease by an average of six percent per year between 2020 and 2030
- Reduced water use in comparable stock by 1 per cent per year

2.2. Social sustainability

SBB will provide a fair, safe and inspiring work environment for our employees so that they can reach their full potential. We work actively to maintain an open, diverse and non-discriminatory workplace with continuous improvements in workplace health and safety.

SBB requires that goods and services purchased are produced under sustainable and responsible conditions. Therefore, all suppliers must sign SBB's Code of Conduct for suppliers.

SBB will prioritise the creation of safe and inclusive environments for our tenants. SBB will therefore support social initiatives and collaborate with local communities to contribute to their development and well-being.

Objectives of social sustainability:

- Zero serious injuries and zero fatalities, refers to all internal and external personnel working within SBB's workplaces and projects
- Good working conditions for all internal and external staff working within SBB's workplaces and projects, in line with relevant collective agreements
- Robust processes to promote good working conditions throughout the supply chain

3. Roles and responsibilities

SBB's Board of Directors reviews and adopts the sustainability policy annually.

SBB's Head of Sustainability is the owner of this policy.

SBB's management is responsible for ensuring that the policy is complied with, and that relevant goals and strategies are developed and evaluated. Goal fulfilment must be evaluated annually.

4. Exceptions

There are no exceptions to this policy. If exceptions to this policy are made, these must be defined and documented. All exemptions must be presented and approved by SBB's Board of Directors.

5. Proof of compliance

The CEO is ultimately responsible for ensuring that the policy is followed. The Head of Sustainability is responsible for following up on the ongoing sustainability work, including the fulfilment of sustainability goals. The Head of Sustainability shall report compliance with this policy to the CEO annually.

To ensure that managers and employees act in accordance with SBB's guidelines, a whistleblower service is available, which is managed externally.

6. Associated documents

- Code of Conduct for Employees
- Supplier Code of Conduct
- Guideline for risk management and internal control
- HR-policy
- Whistleblower policy
- Vision 2030